SURVEY
Midmonthly

JUNE 1944

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SOCIAL WORK'S SHARE IN SHAPING THE FUTURE

NATIONAL CONFERENCE OF SOCIAL WORK

Reported by KATHRYN CLOSE

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Midmonthly Membership Campaign

With organization virtually complete except in a few states, Roy Sorenson and his campaign committee have high hopes that June will see *The Midmonthly's* campaign for 2,000 new associate members well on the way toward the financial goal that will mean added editorial resources and a better job of social work interpretation for the lay and professional constituency of all welfare, health, and recreation services. Substantial reinforcement of these hopes came from a representative group of state chairmen in attendance at the National Conference in Cleveland, who met with members of the Editorial Advisory Committee, discussed *The Midmonthly's* needs and opportunities, exchanged experience, and pledged themselves to full steam ahead in the immediately ensuing weeks.

As this issue goes to press nearly three thousand dollars, representing approximately 250 new members, has been reported from twenty-one states. Five chairmen have reached or passed the halfway mark to their assigned quotas: Horace Hughes, *New York City*—$775; Bess Adams, *Alabama*—$150; Lillian McDermott, *Arkansas*—$45; Judge Walter S. Criswell, *Florida*—$180; A. A. Heckman, *Minnesota*—$380. Steady progress toward their goals is shown by: C. C. Stillman, *Ohio;* Harry M. Carey, *Massachusetts;* Walter L. Stone, *Tennessee;* Helen M. Alvord, *Connecticut;* Rabbi Emil Leipziger, *New Orleans;* and many others.

The broad constituency of social work—laymen, professionals and agencies—and the potential power of *The Midmonthly's* audience is well reflected in this new group of Survey Associates' supporters, recruited from every corner of the country, through the growing strength of our campaign organization.

State Organization

The following state and local appointments are in addition to those already reported in earlier issues of *Survey Midmonthly*

Virginia—Leslie C. Foster, Virginia Tuberculosis Association, Richmond, *state chairman*

Bess Adams, *Alabama*
Mobile: Ruby Lanier, assisted by Erma Appleby and Doris Bender.

Mabbett K. Reckord, *Illinois*
Chicago: Elizabeth Webster

Prof. Louis Evans, *Indiana*
Indianapolis: Helene Smith, assisted by Lucille Batson, Cleo W. Blackburn, Elizabeth Blaisdell, Allan Bloom, Harriet Clifford, Louise Griffin, Bertha Leming, Sydney B. Markey, Robert F. Nelson, Rev. Ralph L. O'Dell, Emma C. Puschner, Rev. W. F. Rothenburger.
Gary: Margaret Emery, assisted by Patricia Conway, Rev. Kenneth Cutler, Emma Freeman, Mark Roser, Major Harry Strissel.
Muncie: Gertrude Horney, assisted by Josephine Clevenger, Chloe M. Jackson, Ralph Rector.
Greencastle: Dr. William Mather.
Greenfield: Ruth Heavin.
Plainfield: Ray Carter.
Terre Haute: Lena Reading.

Robert H. MacRae, *Michigan*
Grand Rapids: Chester C. Ridge.

F. C. Willcoxon, *Mississippi*
Member at Large: Myrtle Mason, State Public Welfare Office, Jackson.

Prof. Charles C. Stillman, *Ohio*
Canton: G. B. Cottrell.
Cincinnati: Glenn F. Wood and Otto Davis.
Cleveland: Virginia R. Wing.
Columbus: Richard Bachman.
Hamilton: W. Otis Briggs, Jr.
Lima: Richard E. Kirchner.
Lorain: Ivan H. Bonsall.
Warren: Dwight B. Hoffman.

Prof. Mary P. Wheeler, *South Carolina*
Greenville: Dyar Massey.
Spartanburg: Carolina Caldwell.

Faber Stevenson, *Washington*
Seattle: Mrs. Orpha Christianson, Alice Creswell, Ruth FitzSimons, John Hall, Lillian Johnson, Mrs. Robert Jones.

Louise A. Root, *Wisconsin*
Beloit: Prof. Lloyd V. Ballard.
Green Bay: John McHale.
Neenah: Mrs. C. B. Clark.
Racine: Zella Larimer.
Sheboygan: Mrs. Konrad C. Testwuide.
Wausau: Mrs. Melinda Laumer.
Assisting in Milwaukee: Tom Pearman.

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Conference Presidents

Above: Elizabeth Wisner, dean, School of Social Work, Tulane University, New Orleans, this year's president and presiding officer at the conference.

Left: Dr. Ellen C. Potter, director of medicine, New Jersey Department of Institutions and Agencies, president elect for 1945; and Kenneth L. M. Pray, director, Pennsylvania School of Social Work, Philadelphia, presidential nominee for 1946.

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VOL. LXXX NO. 6

SURVEY Midmonthly

JUNE 1944

Journal of Social Work

Published by Survey Associates

A Share in Shaping the Future

Some highlights of the Seventy-first Annual Meeting of the National Conference of Social Work held in Cleveland last month.

KATHRYN CLOSE

THERE could scarcely have been a social worker among the more than 3,000 gathered at Cleveland in May whose job did not demand acute awareness of the war and who did not hope to get some light and leading on how best to shoulder it. Session after session was devoted to discussions of present wartime problems. Yet, there was a certain validity in the observation of one participant: "You might almost think the war were over."

For the eyes of the conferees were turned definitely toward the future. *Peace may break out,* they seemed to feel, before they would be ready to meet the special problems this would bring; and they were almost feverishly attempting to anticipate what these would be. Moreover their talk, both formal and informal, showed widespread concern that when peace comes it shall actually be peace and not just a breathing spell.

Through it all, social workers no less than laymen seemed to be preoccupied with social issues and action more than with the intricacies of professional skills and techniques.

What can be done to insure full employment after the war?

What programs are needed to insure a decent standard of health and subsistence for everyone?

What problems will be posed by migrations, both here and abroad?

How can persons of different racial and cultural backgrounds learn to live together?

What part can we play in the rehabilitation of the wartorn countries?

These were some of the burning queries that were persistently present, and there were innumerable corollaries to them: how to integrate returned servicemen to civilian life; how rehabilitate the disabled; not only how to combat juvenile delinquency but how to elicit constructive attitudes from a new generation; how to conserve the spread of services and gains in cooperation made during the war years.

One of these gains was much in evidence. Union participation in community activites was on every tongue. Labor was represented on the program of a general session, of all the sections, and of many of the associate groups. This representation included some of the country's largest unions as well as the Labor League for Human Rights, AFL, and the National CIO War Relief Committee. The labor leaders spoke on large social questions and on labor's growing support of privately financed services and its part in community and agency planning. They not only spoke, they listened—attending sessions on a variety of subjects. In fact several labor men at the conference seem to have come solely as official or unofficial observers. Their interest in what social work has to offer was clear and unmistakable.

Throughout the week (May 21-27), the accent at the conference was strong on *what can we do?* There seemed to be mounting dissatisfaction with the limited channels available to social workers for making full use of the force of opinion that crystallized among them on the emergent issues of the day.

Preserving Wartime Gains

Elizabeth Wisner, conference president and dean of the Tulane School of Social Work, New Orleans, opened the sessions Sunday night with a call on social workers to recognize their responsibility for promoting action to prevent such backsliding as occurred after World War I. That she characterized as a period of "political reaction and fear of any type of social experimentation," and reminded social workers that they themselves had shoved social reform out of the spotlight of concern in their enthusiasm for the findings of psychiatry and psychoanalysis which had resulted in overemphasis on personal inadequacies. She decried the failure of officials both on an international and a domestic level to take advantage of the advances made during the war, and she saw in this failure the seeds of World War II.

Miss Wisner's theme was war and the social services. She pointed to advances in techniques and coordination made in this war that can be put to social advantage later. Largely because of the social legislation which grew out of the depression of the Thirties, we entered the war period "with greater resources than were available to us in 1917," and this in spite of the fact that our social security programs have been hampered from the

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beginning by the lack of technically trained personnel. The existence of federal programs has "stimulated the energies and social inventiveness of people in our states," and has proven that voluntary effort is not adversely affected by the growth in public administration. These gains that have been made in the extension of needed services must not be lost in a period of postwar reaction.

The same emphasis on preserving our wartime gains was applied to the broad area of national and international affairs by Max Lerner of the editorial staff of *PM*, on Monday night. Speaking on the subject, "A Nation Worthy of Heroes," Mr. Lerner maintained that we must organize all our resources to make America fit for the 10,000,000 fighters who will return after the war. War has taught us how to master the machine, he said—a lesson we must not forget. If labor, management, and government can work together for destruction, then surely they can work together for a constructive society. If economic chaos and widespread unemployment are to be avoided, we must stick to the techniques and controls which enabled our wartime economy to outproduce the world. These he listed as:

1. A genuine partnership between labor and management in which government has a voice.
2. The opening up of new foreign markets throughout the world, particularly in Russia, China, and India.
3. The creation of home markets for our products, by putting on a great public works' program with the people's money and the people's taxes.

The returning soldiers, predicted Mr. Lerner, will want three things: an America in which the machines are not idle and their own skills are not unused; a world without war; the continuance of their belief in something bigger than themselves.

Whether or not they will get these depends on our achievement of three "imperatives": full production at home; participation in a world order abroad; a democratic humanism among people. "The ideas and techniques are there," he said—freedom, democracy, man's decency to man. "What we require is the will to transform ideas and techniques into reality."

Toward Full Employment

Suggestions on just how full employment might be achieved were offered to the social action section by Alvin H. Hansen of Harvard University in a paper which turned out to be one of the most talked of at the conference. Mr. Hansen maintained that unless this country develops a wide public-investment program, a serious postwar depression, after a few years of boom, will be unavoidable. Just how serious this might be he indicated by pointing out that our productivity has increased to such an extent that should demand for production fall again even to the level of 1929—the peak prewar boom year—we would have from 18,000,000 to 20,000,000 unemployed.

The most promising field for government enterprise as a means of offsetting this danger, he maintained, is in the area of urban redevelopment based on slum clearance and rehousing. The government must also direct its tax policy toward the stabilization of the nation's economy, increasing taxes to check boom tendencies and encouraging capital outlay in beginning periods of depressions.

A gloomier aspect of postwar employment was presented by Ewan Clague of the Bureau of Employment Security, Social Security Board. Mr. Clague spoke before a session of the committee on problems of youth. He predicted that many of the emergency war workers who have enlarged the labor market will want to stay at work even after military demobilization. This will tend to push out young people whose training is in specialized skills demanded in wartime but useless in a peacetime economy. To prepare for this eventuality he recommended a program to provide young people with "ample opportunity to receive postwar training and education, to obtain social security during a transition period, and to secure community assistance in the readjustment of their lives."

The trends of present postwar planning on the state level were described for the section on public welfare administration by Harry O. Page of the Maine Department of Health and Welfare, who based his observations on material gathered from seven states. He found that state plans are unanimous in having the stimulation of employment as their primary objective, and are looking to public works to provide at least part of this stimulus. They are divided in their recognition of the importance of services to prevent and meet future social breakdown. Some are devising programs for the extension of health, welfare, and recreation services, as well as for the construction of housing projects. But "strikingly absent from the membership of most of the legally constituted postwar commissions is a representative of public welfare."

Wage Earners and Consumers

Corollaries to full employment in the attainment of postwar economic well-being are the maintenance of adequate minimum wages and protection against inflation. These points were recognized by several conferees, among them L. Metcalfe Walling of the Wage and Hour Division of the U. S. Department of Labor, who, in a meeting sponsored by the National Consumers League, warned against "side-door" attacks on our present minimum wage act. These, he maintained, are being made through state legislatures which are reducing the time period in which workers may sue to collect wages. Social workers must not only guard against such attacks, but must also foster state legislation to extend minimum wage protection to workers not reached by the federal act.

Though labor represents the largest single block of consumers, it has only recently begun to recognize its responsibility to function as such, according to John Adelman of the Textile Workers' Union, who spoke at a meeting of the social action section. Describing the attempts of the Labor Policy Committee in the Office of Price Administration to uphold quality standards and strengthen price control, he said that even the older unions which "traditionally have thought in terms of the worker as a

When Peace Comes

ELIZABETH WISNER

It is clearer to us now than it was in 1918 that our health and welfare services are inextricably bound up with the kind of political and economic order which lies ahead, and this means that they have become of greater significance to our democratic way of life than were the old charities and philanthropies.

We know that the period of history which comprises the great depression and the Second World War cannot be ignored and the clock turned back.

The mobilization of some eleven millions of families, the employment of millions of men and women in our war industries, the increase in the national income to astronomical estimates, the war casualties, the sick and the wounded—these things are happening and they cannot be treated by our political leaders as though they had not happened.

Nor can we safely make use of psychological warfare and, in doing so, raise the hopes of deprived persons in this country through war slogans without serious consequences, if fear and frustration are to govern our national policy when the peace comes.

We cannot, either as individuals or as a group, shape in its entirety that peace for which we long. We can, however, contribute our small share to the shaping of that peace.

This conference has always emphasized the importance of the conservation of human life—not its destruction. This conference will continue to do just this, for we know that when "all men's good" becomes "each man's rule" then, and then only, will peace "lie like a shaft of light across the land."

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producer . . . are now thinking in consumer terms." Don D. Humphrey of the OPA raised the question of what might happen after the war if governmental price ceilings are removed. To avoid a destructive postwar inflation, he maintained, the government must retain sufficient control to guarantee stability.

In speaking of the consumer and the farmer at another meeting of the same section, Oliver A. Peterson, also of the OPA, maintained that a change in point of view was in order:

"Farmers, coal miners, factory employes, white collar workers, store proprietors, bank officials and who not—all tend to overlook the fact that they not only are producers but also are consumers. They are often much more concerned with the size of their incomes than with what they can buy with these incomes."

At a meeting of the community organization section, Caroline F. Ware of Howard University urged the organization in every community of a clearing house for consumer information.

Social Security

Neither talk of full employment nor economic planning blinded the social workers at Cleveland to the importance of measures for protection against personal incapacity or misfortune. The extension and liberalization of social security programs were among the first interests of those who were in full hue and cry for social action.

In a paper read by Robert O. Goodwin of Cleveland before the section on public welfare administration, James E. Murray, U. S. Senator from Montana, urged the nationalization of all the insurance programs as well as the assistance programs, and their extension to those not now covered by the Social Security Act.

Nationalization of employment insurance and of the employment services is particularly necessary, he said, "to assure an orderly demobilization from wartime to peacetime conditions." Pleading for the inclusion of health insurance, he outlined the medical care provisions of the pending Wagner-Murray-Dingell bill of which he is co-sponsor.

A critical analysis of the Wagner-Murray-Dingell bill was presented at a meeting of the social action section, where George F. Addes of the United Automobile, Aircraft, Agricultural Implement Workers of America, gave organized labor's reasons for backing the bill; and Dr. William A. Sommerfield of the Cleveland Academy of Medicine gave those of organized medicine for opposing it.

In urging the importance of a national health program, Michael M. Davis of the Committee on Research in Medical Economics recommended that the bill be amended to insure decentralization of administration under federal standards. He charged the American Medical Association and its satellite organizations with deliberate attempts to confuse the issues in their fight against it and all other proposals for adequate health insurance.

Sketches by Paul B. Travis

Max Lerner, who drew the biggest crowd

Improvement of the Social Security Act in its protection of the blind was urged by Robert E. Irwin, executive director of the American Foundation for the Blind, in a meeting sponsored by the foundation.

Mr. Irwin asked for an insurance provision, in addition to blind assistance, which would provide annuities for the peculiar needs of the blind—guide service, reading service, and special equipment.

Postwar Migration

"It is likely that the problems of relocation and readjustment in the postwar period will be even more serious than during the war," said Katharine F. Lenroot, chief of the Children's Bureau, U. S. Department of Labor, at a meeting of the Child Welfare League of America, in telling of the needs of children in war expanded communities. In this prediction she expressed a concern felt by many a social worker at the conference—a concern manifested by the lively hotel lobby and dinner table discussions of the various meetings on migration.

Much of the discussion at the sessions of the special committee on migration revolved around the need for making provision now for what might otherwise be a chaotic movement of people caused by the the demobilization of war workers. Both George H. Bender, congressman from Ohio, and Robert K. Lamb of the United Steel Workers of America, urged the recreation of a congressional committee on migration. Mr. Lamb, who had served as executive secretary of the Tolan committee, maintained that most migration is healthy—"We could not have waged war without it." Free movement is a necessary part of our economy, he said, and for this reason unemployment compensation should be nationalized.

Jane Hoey of the Bureau of Public Assistance, Social Security Board, vividly described some of the problems that wartime migration has brought to individuals, and asked:

"How can we preserve the civil rights of the migrants, of those who pulled up stakes because we promised them high re-

Making Our Nation Fit for Heroes

MAX LERNER

There can be no question at all about the resources which we have for this task. The problem is not to get the resources either in materials or in men; the problem is to organize them. The problem is to organize them with wisdom and clarity and science and courage. The problem . . . is to master the machine. . . .

If anyone thinks that I have been too much emphasizing the material factors in our future . . . I say that only a people which has enough for all can think of other things than money and materialism. Only a people that has found greatness in other things than in money, in serving the nation and the community in a sense of collectivity, only such a people will be able to survive in the long run. . . .

The social worker must no longer see himself or herself as a patcher-up of unconsidered trifles, of a bearer of healing and consolation in a vale of tears. He must move from the realm of the pathetic to the realm of the heroic, from being a repairman to being a constructor . . . It continues to mean hard work and painful, day-to-day work, but it means no longer meekly accepting the framework and the hand-outs that are given to us by the less intelligent part of the community. It means asserting boldly and without apology that the needs of the community are such and such. . . .

If you do that, you will be helping to build an America fit for heroes to return to and to live in and thus, in the process, you will find your own measure of the heroic.

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wards and moved to the areas of labor shortage, of those we moved for military reasons, and of all the others who moved for purely personal reasons?"

The public welfare agency, Miss Hoey said, "has a task to fulfill in the search for answers, because it meets migrants before they start, when they leave, en route, upon arrival, when they succeed or fail, and when they come home."

Marietta Stevenson of the University of Illinois, and Philip E. Ryan of the American Red Cross both urged the removal of state and local settlement and residence laws for eligibility to assistance programs. The former declared that it would be unfair for communities that have benefited from the economic contribution of war migrants to turn their backs on them when demobilization comes. Moreover, she pointed out, studies made by the Council of State Governments have proved that people do not migrate for the sake of relief.

Mr. Ryan maintained that the problem could not be solved by the establishment of uniform settlement laws—"Under present day conditions settlement laws are an evil. An evil is no less an evil because it is uniform."

The call to abolish settlement laws extended into the section on public welfare administration. There a paper prepared by Glen Leet of the Rhode Island Department of Social Welfare which described Rhode Island's pioneering in this direction was read by John A. Hamilton, Cranston's elected director of public welfare, who cannot say enough in favor of his state's action.

Myron Falk of Baton Rouge, La., maintained that settlement laws are obsolete. They create injustices and individual hardship, they are costly to administer, they are negative restrictive measures. If they were abolished, assistance decisions would be based on "the best social plans for the individual rather than on the legal factors involved."

Housing

Current congressional threats against the whole public housing program received inadequate attention at the conference. There were sessions on housing before the casework and groupwork sections, but these were devoted to methods of carrying on tenant services.

Dorothy Black of Washington, D. C., described a private agency's experiment in offering three casework services to the residents of a housing project: referral, direct service, consultation. Dorothy Kline of the Federal Public Housing Authority told of the difficulty of organizing recreation services for tenants of a war housing project who work in shifts that change monthly. An experiment in which recreation leadership is being provided to three permanent housing projects by a privately financed community house was described by John McDowell of Pittsburgh. The private agency has taken responsibility for scheduling the use of rooms; recruiting and supervising group leaders; providing consultation service to adults.

Problems of Youth

That the widespread interest in juvenile delinquency has not died out was evidenced by the large numbers that attended every meeting where discussion of the subject was scheduled. Among the most crowded was the session of the community organization section, where Bradley Buell, executive editor of *Survey Midmonthly*, and W. T. McCullough of Cleveland spoke.

Mr. Buell outlined five elements essential to a sound community plan for prevention: fact finding; environmental controls; systematic case finding; adequate diagnostic and treatment services; education. Pointing out that juvenile delinquency was closely tied in with adult crime, broken homes, and mental disorders, he questioned the efficacy of any program that failed to provide for the treatment of family maladjustments.

Mr. McCullough described a Cleveland experiment wherein modern principles of prevention had for six years been systematically applied in a selected area and had been found to be effective. There the incidence of juvenile delinquency steadily declined while it rose sharply in other areas in the city.

Fritz Redl of Detroit was a drawing card when he spoke at a meeting of the special committee on problems of youth. He paid his respects to the resistance of young people to the "stupidity quotient" of adults, and to adult confusion in the evaluation of the "phenomenon of delinquency." Some of the emotional blocks which prevent real thinking on the subject include:

1. Anxiety over the delinquency problem as a whole rather than over the problem of the child.
2. Confusion between helping the youngster and condoning what he does.
3. Confusion between justice and really doing a job in changing the child.
4. Lack of concept of tactical restraint and tactical retreat.
5. Escape into a cynical attitude that "nothing can be done anway."
6. Illusion that a little more recreation is all that is needed.

At a joint meeting of the National Association of Training Schools and the Child Welfare League of America, late comers found standing room only. There Mr. Redl maintained that many youngsters who present "a whole crust of delinquent symptoms" have healthy qualities underneath. The healthy aspects can best be brought out after observation of the youngster in flexible situations, with no attempt to squash all delinquent symptoms at once, and a genuine intention to find out what is bothering him. When a diagnosis has been made, "group psychological virtues can sometimes be used as handles for curing."

Harold F. Strong of the Children's Village, New York, suggested that juvenile training schools must abandon the stratification of honor cottages and punishment cottages if they wish to develop a morale conducive to treatment. Instead of relying on the old system they must organize around interests, amenability to treatment, and group climate.

"We have found out that Emily Post has many names and may even wear a zoot suit," remarked Hazel Osborn of Detroit, in outlining for the committee on youth the difficulties of running a teenage hangout. Among others, these difficulties include: overwhelming attendance requiring the use of volunteers without adequate preparation; the uncertainty as to what action to take against anti-social behavior; administrative problems involving restrictions, membership, fees, financing, breakage; public relations with the sponsoring agency and the community.

In addition to the normal problems of adolescence, young people today face the conflict between adjusting to a world which demands responsible personal con-

The White Man's Future

EDWIN R. EMBREE

The white man of the Western world is offered his last chance for equal status in a world society. If he accepts equality, he can hold a self-respecting place—maybe a leading place—in the new order. And he may continue to contribute much in science, in industry, and in political maturity.

But if the Western white man persists in trying to run the show, in exploiting the whole earth, in treating the hundreds of millions of his neighbors as inferiors, then the fresh might of the billion and a half non-white, non-Western people may in a surging rebellion smash him into nonenity.

Negroes are loyal American citizens. But it is natural for them to identify themselves with the darker people all around the globe. And colored nations have been quick to see in our treatment of Negroes the attitudes they fear we will try to keep up in world relations.

We are learning that even prejudices can no longer be kept in isolation. To fit ourselves for the new world we must practice the principles we have long professed—the Christian principle of universal brotherhood and the democratic principle of freedom and equality for all.

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duct while exhibiting "the vast immorality of war," said Margaret Berry of Pittsburgh at a joint meeting of the casework and groupwork sections. Because many of them need individual help in making such an adjustment, group work agencies should have a caseworker available, either as a member of the staff, on loan, or on a consultative basis. Mary Young of Chicago pointed to the value of the group as a diagnostic resource to the caseworker and urged a closer cultivation between casework and groupwork agencies.

The urgent need for programs based primarily on the social needs of delinquent girls was stressed by Katharine Lenroot at a meeting of the committee on social hygiene. Only in a few areas do social service and guidance for sex delinquents link up with medical care. "Treatment," Miss Lenroot said, "must be based on an understanding of the girl herself as a human personality, and must not be approached from the single viewpoint of sexual misconduct." Eleanor Hutzel of Detroit spoke of the value of the policewoman who makes efforts to influence girls before they get into trouble. In Detroit, policewomen have been able to reach twenty times as many girls as the Juvenile Court has been required to handle.

One of the serious impacts of the war is registered in violations of child labor laws, said Forrest H. Shuford, North Carolina state commissioner of labor, who spoke under the sponsorship of the National Committee on Child Labor. The effectiveness of national or state efforts to deal with this breakdown depends largely upon individual communities — "Without popular support everyone violates the law, and you can't punish everyone."

Eduard C. Lindeman of New York, while agreeing with Mr. Shuford on the importance of constant vigilance, stressed the need of useful leisure time pursuits for adolescents, since "the only sure way of removing a faulty cultural ingredient is by supplanting it with a better and truer one."

Racial Understanding

Social work conferences in recent years have been giving major attention to problems of discrimination. At New Orleans two years ago, the setting called for special emphasis. At Cleveland, the subject cropped up in nearly every general session speech, ran through all the sectional meetings, and captured the major portion of the programs of several of the associate groups. Among these was the Church Conference of Social Work, which devoted a large portion of its program to the church's responsibility for leadership in breaking prejudice, in clearing out the vestiges of discrimination within its own ranks, and in devising "techniques for lessening hatreds."

The National Federation of Settlements heard reports of neighborhood efforts to ease interracial and intercultural tensions. Telling of the conscious or unconscious resistance of public prejudice to the efforts of settlements and other

Among federal officials came Tom Devine

agencies to keep the balance of weight on the side of reason, these reports indicated how precariously the scales are balanced on minority problems.

Keynote speaker on the race question at the conference proper was Edwin R. Embree of the Julius Rosenwald Fund, Chicago, who spoke on Friday night. With the peoples of the various colored and mixed races greatly outnumbering the whites in the world as a whole, Mr. Embree's augury was that unless the white man can find it in his heart to deal with other races fairly out of a sense of humanism, he may eventually have to make feverish attempts to do so to save his own skin.

In our own country there have been two developments in recent years in the "crusade for decent democratic relationship": Negroes are no longer concentrated in any single section of the country; Negroes have made striking progress in every phase of modern civilization, climbing in three generations from the utter dependence of slavery to a high degree of competence and self-reliance.

"Restrictions and discriminations today are a cultural lag—a failure of our thinking and actions to keep up with the changed conditions," said Mr. Embree.

Social workers, he maintained, can, if they have the will, "transform our patterns of race relations in a single decade," by fighting the battle on five fronts:

1. *Employment*—the need today is in opportunity for upgrading and in assurance that Negroes will not be the first to be laid off in the postwar period.
2. *Housing* — almost without exception urban Negroes are confined to restricted areas with bad houses and exorbitant rents.
3. *Schools*—in addition to equal facilities for all, schools must provide texts and procedures that teach and practice democracy.
4. *Other public services*—especially in the health field.
5. *Law and order* — specific city orders for equal protection and for education of police personnel.

Social workers can help organize local committees on interracial affairs, and prod those that are in existence into action.

Lester Granger of the National Urban League, speaking before the social action section, maintained that, to be useful, community interracial committees must be more than mere expressions of public interest—they must develop social action based on informed leadership and effective techniques. Their task must be to reeducate the public and remove the economic, social, and political causes that feed the reservoir of racial hatred.

Mr. Granger also urged the continuance of the federal Fair Employment Practice Committee and the inclusion of its principles in the National Labor Relations Act as a permanent part of our national employment policy. As a "happy development" in racial understanding, he pointed to the recent appearance in a number of cities of projects in intercultural appreciation, which have proved that "differences in background can become interesting stimulants to friendship."

Doubts on the value of over-all interracial committees were voiced by Harold A. Lett of the New Jersey Urban League before the section on community organization. Such committees, Mr. Lett said, are often "dilettante" in character and do more harm than good. In their place he recommended the organization of groups for the accomplishment of specific objectives.

Other minority groups in the spectrum of the conference were aliens and Japanese Americans. Orville Crays of the War Relocation Authority emphasized the fact that persons of Japanese ancestry evacuated from the West Coast should not be confused with prisoners of war or internees.—"They are a dislocated group of people, removed from their homes and their means of livelihood as a wartime emergency measure. As such, they are entitled to treatment according to American standards of decency." Pointing to the impossibility of creating a truly American pattern of life within an atmosphere of restriction, he said: "Every additional month of residence in reloca-

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tion centers fosters institutional patterns of life, makes more difficult the adjustment outside and thereby prolongs governmental responsibility."

The groupwork section staged a meeting in which Fred R. Ross of the War Relocation Authority in Cleveland, M. Kunitani, of Cleveland, and Margaret Day of Syracuse, N. Y., discussed the integration into community life of resettled evacues. Mr. Ross pointed out that the ordinary newcomer to the community can take part in it or leave it alone, but that with the Japanese Americans the success or failure of the whole resettlement program depends upon the extent to which they participate. And "whether or not another blot upon democracy is allowed to grow depends on whether or not Japanese Americans are allowed to participate." Because of the prevailing patterns of community prejudice, said Mr. Ross, understanding can only be developed within organizations that can offer the evacues opportunities "to meet, work, and play with others and form lasting friendships."

Mr. Kunitani enumerated the conditions which operate against success: the comparative youth of the resettled evacues, linked with the absence from the community of other young men of the same age; the *nissei's* fear of running into experiences which might shatter their pride; economic insecurity; lack of leadership. Attempts at integration are most successful when carried out on a neighborhood level.

Miss Day described a successful experiment in a girls' residence club, "100 percent Anglo Saxon," in inviting several *nissei* to join the group. The experiment turned out to be a "great resource for the agency in its attempts to create human understanding in young people."

At a meeting of the American Federation of International Institutes, Local Centers, Councils and Leagues for the Foreign Born, Evelyn W. Hersey of the U. S. Immigration and Naturalization Service not only described the government's program for interned aliens but spoke of the problems faced in American communities by refugees from enemy countries. A. Ford Hinrichs of the Bureau of Labor Statistics, U. S. Department of Labor, pointed out before the Common Council of American Unity that the extent of discrimination against aliens in the postwar period will depend largely on whether or not there is full employment. If not, most people will be looking inward on their own problems and "will be in no mood to look outward on the special problems of minority groups."

Towards Reconstruction

The problems of helping the world to heal its war wounds occupied a major portion of the conference's attention. Moreover, some officials of the United Nations Relief and Rehabilitation Administration apparently had come to the conference not only to tell of the plans for aiding liberated countries but also to recruit personnel for the job.

Fred K. Hoehler, 1943 conference president *in absentia* because of OFRRO duties in North Africa, was present this year as UNRRA's director of displaced persons. At Tuesday's general session he outlined plans now being laid for providing the liberated countries with relief supplies, relief services, rehabilitation supplies and services, rehabilitation of public utilities and services. UNRRA's first task, however, will be to help get some 20,000,000 displaced persons back home. This will require registration and identification, and health services to prevent the spread of epidemics. Basic to the whole program will be the provision of proper nutrition and social services, particularly to children.

The establishment of UNRRA, Mr. Hoehler said, is a "virtual declaration of inter-dependence." — "The moral obligation to make UNRRA a success is obvious, for it must be clear to everyone that there can be no prosperity, no stability, no peace in a world which is torn by misery, starvation, and disease."

Mr. Hoehler also spoke before the casework section where he described the day to day operations of the program, basing his description on his experiences with OFRRO. Foreign relief, he said,

Facts and Figures

Wartime difficulties, which last year resulted in the cancellation of the third regional meeting of the National Conference one week before it was scheduled to convene in Cleveland, this year seemed to have little effect on conference machinery—at least as far as outward appearances were concerned.

Meeting places were convenient, and if they were hot, neither the war nor the conference staff could be blamed for the muggy weather; adequate rooms were available to all who were provident enough to engage them in advance; exhibit space was ample and well laid out; not more than a handful of speakers failed to show up for the scheduled programs.

In fact, so smoothly did things run that Howard R. Knight, conference general secretary, and Jane Chandler, assistant secretary, said they received more commendations and fewer complaints than any year within their memories.

The printed program itself was evidence of the tremendous task of detailed planning that goes into conference arrangements. There were 187 meetings during the week—6 general sessions, 74 section, special committee, and war agency meetings, and 107 associate group meetings.

At the annual business sessions, the time and place committee reported that they had been unable to make a choice for a 1945 meeting place, as no invitations had been received. However, the committee recommended that the conference continue its plans to meet next year, with the time and place being decided by the executive committee later on.

Officers elected for 1945, through the mail balloting conducted some weeks earlier, were announced as:

President: Ellen C. Potter, New Jersey Department of Institutions and Agencies, Trenton.

Vice-president: Linton B. Swift, Family Welfare Association of America, New York City.

Second vice-president: Lea D. Taylor, Chicago Commons, Chicago, Ill.

Third vice-president: Anita J. Faatz, State Department of Welfare, Baltimore, Md.

Members of the executive committee elected for three-year terms: Harry M. Cassidy, University of California, Berkeley; Helen R. Jeter, U. S. Department of Agriculture, Bethesda, Md.; Lillian J. Johnson, executive secretary, Ryther Child Center, Seattle, Wash.; Maude T. Barrett, Department of Public Welfare, Baton Rouge, La.; Rudolph T. Danstedt, Federation of Social Agencies, Pittsburgh, Pa.; Elizabeth S. Magee, National Consumers League, Cleveland, Ohio; Mary B. Holsinger, New York State Conference of Social Work, Albany, N. Y.

Chairman of the five conference sections: *social case work,* Marian M. Wyman, Family Society of Boston, Boston, Mass.; *social group work,* Chester Bower, Council of Social Agencies, Houston, Tex.; *community organization,* Louise A. Root, Milwaukee County Community Fund and Council of Social Agencies, Milwaukee, Wis.; *social action,* Donald S. Howard, UNRRA, Washington, D. C.; *public welfare administration,* William Haber, War Manpower Commission, Washington, D. C.

Nominations for 1946 were:

President: Kenneth L. M. Pray, Pennsylvania School of Social Work, Philadelphia.

Vice-presidents: Arlien Johnson, University of Southern California, Los Angeles; Paul T. Beisser, St. Louis Provident Association, St. Louis, Mo.; Sanford Bates, New York State Board of Parole, New York City.

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requires personnel with energy, experience in working with public officials, imagination, ingenuity, language (secondary), and a philosophy based on appreciation of people.

At the same meeting Martha Branscombe, also of UNRRA, read a paper prepared by Mary Craig McGeachy, director of its welfare division. Miss McGeachy stressed the point that only by keeping in mind that the enemy's goal was to destroy human relations can we help the peoples of the occupied countries to get on their feet again. The postwar period must give scope for the habit of participation among those who acquired it during the underground period. "The ideal UNRRA welfare worker will be the kind who knows how to organize himself out of a job."

At the groupwork section, Erwin Schuller of the British Council of Social Service, told of the plans of British youth groups to extend groupwork services to the young people of liberated countries. In doing so, he warned, outsiders must beware of imposing a pattern, though they must stick to their basic principles. Young people in the underground are performing innumerable tasks which give them a sense of bearing their part in world affairs, and "we must see to it that the relief period for them is at least as thrilling as resistance has been."

The postwar problem presented in Europe by its millions of displaced people was examined by Mary Hurlbutt of New York at a meeting of the committee on migration. Among the people who will want to be on the move the minute the war is over, she said, are war fugitives, evacues, prisoners of war, conscripted and recruited labor, transplanted populations, expelled persons, potential refugees. UNRRA and an Interallied Committee on Repatriation are now working out plans for those who will want to return home. There will be, however, many persons who will not want to go back to their former countries and others who, for political reasons, will be unable to return. These will compose the "real postwar refugee problem."

The part American private agencies will take in the foreign relief and rehabilitation program was outlined by Clarence King of the American Council of Voluntary Agencies for Foreign Service, at a meeting sponsored by the American Federation of International Institutes. Under agreements made between UNRRA and voluntary agencies experienced in foreign operations, the latter will supply UNRRA with staff. Salaries are to be paid by the agencies, expenses by UNRRA.

"Isn't it time that we put some of the creative energy into peace that we have been putting into the war?" asked Kenneth Lindsay, member of the British Parliament, at a panel on postwar planning in relation to the children of the world. This was arranged by the Child Welfare League of America, with participants from the United States, Canada, Great Britain, France, China, and Brazil. That some effort is being exerted in this direction he indicated by telling of the British Parliament's recent act making many children's services compulsory, among them nursery schools and hot lunches, and by outlining the present plans for a reorganized educational structure.

Mrs. Ping Ling of Canton, China, described the services being rendered within her country to refugee children, children in occupied territory, and guerilla children. Day nurseries and orphanages have been set up and training programs established for children's workers.

Canadian planning, as outlined by George F. Davidson of the Canadian Welfare Council, looks forward to a federal department of social welfare; children's and family allowances; health insurance on a provincial basis; old age insurance. Mr. Davidson recommended children's allowances as a method of making up the differential in personal obligations which is beyond the scope of wage standards.

For Returned Servicemen

Though the problem of aiding the peoples of Europe aroused a great deal of interest at Cleveland, probably the majority of conferees were even more deeply concerned with the question of rehabilitating our own young men who are already returning home with the scars of war.

At a panel arranged by the National Publicity Council for Health and Welfare Services on the question of how best to prepare the civilian population for the return of discharged servicemen, several points of view emerged. Referring to the fears of community disgrace on the part of many of the men discharged for psychoneuroses, Dorothy Simpson of the American Red Cross said that the average citizen must be made to realize that many of the men who are not up to military requirements for one reason or another can make a valuable contribution to civilian life.

Bernard A. Roloff of Pittsburgh, on the other hand, warned against overpublicity in regard to returned servicemen. The accent should be on normal relations—"All the men who come back won't be problems and we don't want to treat them as problems." Roland B. Darling of Boston pointed out that veterans' service centers had found that "400 men will have 400 patterns of reaction to discharge." Therefore, no one formula for dealing with them should be set.

Luther Woodward of the National Committee for Mental Hygiene said that experience in rehabilitation clinics showed that the chief need is for understanding in the home.

Mr. Woodward also spoke at a meeting of the National Committee for Mental Hygiene where he told of the medical survey program of Selective Service under which social workers are now providing social and health histories to induction medical examiners in forty-two states and the District of Columbia. About 8,000 social workers, public health nurses, and others are engaged in this work as medical field agents, most of them on a volunteer basis.

"Practically all men, even those who had not wanted to get into military service, seem to be emotionally upset over rejection by the armed forces," said Dorothy Paull of Milwaukee, Wis., in describing a demonstration service for rejectees located at an induction center. The service is spotlighting the need for psychiatric facilities throughout the state and for an educational program with emphasis on prevention.

Jean L. Gregory, of Greenwich, Conn., told of a project which provides interviews with all veterans returning to three selective service boards. Most of them are not ready for casework, she said, and the first step is one of selecting those who are.

At a meeting of the casework section, Lt. Col. Cornelius E. Gorman of the Army Medical Corps told of the army's three criteria for separating men from service:

1. Would his physical condition preclude him from further service to the army?

2. What would be the effect of his condition on the community—is it contagious?

3. Can he be retrained for another type of army service?

Before discharge, said the colonel, the soldier is given the best available medical attention until he has reached the point of "maximum hospitalization"; the best medical appliances; a program of physical reconditioning; beginning vocational training.

In order to help bring returned servicemen to the point of being able to use the government programs and other services, suggested Eleanor Cockerill of Pittsburgh, a caseworker must be aware of the meaning for him of his separation from the military service and of the physical and emotional impairment he has undergone. There are some men who cannot accept either casework or psychiatric help because their feeling of loss is too great.

The various processes that go into vocational rehabilitation were revealed at

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a panel arranged by the National Council on Rehabilitation with participants representing many of the professions which these processes involve. In addition to the patient, the cast of characters in a rehabilitative procedure were named as: physician, medical social worker, physical therapist, occupational therapist, psychiatric social worker, psychiatrist, public health nurse, vocational counselor, placement and occupational worker, industrial personnel manager.

Preceding the panel discussion, Michael Shortley of the Office of Vocational Rehabilitation, Federal Security Agency, described the provisions of the new rehabilitation act. Vernon Banta of the Bureau of Employment Security, Social Security Board, said that the success of a program of placement of the handicapped in industry depends largely on obtaining good job analyses from plants and better consideration of the handicapped worker on the part of the plant supervisory staff.

Dr. McKee Fisk of the Veterans Administration outlined plans and procedures being developed to restore disabled servicemen to useful life. "Vocational training," he said, "will include training on the job and institutional training." For the latter, the Veterans Administration is planning to use established, accredited institutions.

Vocational rehabilitation is developing into a specialized type of generic social casework for which the social work schools have a responsibility to provide training, maintained Mary E. MacDonald of Chicago at a meeting of the American Association of Schools of Social Work. While a rehabilitation worker needs a knowledge of disability implications, vocational guidance, training, workmen's compensation, vocational opportunities, and industrial conditions, she also needs the basic understanding of people and the skills that are those of the caseworker.

Changes and Portents

All through the conference, discussions were much alive to wartime developments in procedures which may produce permanent changes in social work content and form. There was new emphasis on what social work as a profession has to offer in other fields. How even skills and methods might be undergoing changes was indicated by the talk of short contact interviewing and group interviewing. The federally sponsored impetus to community organization for the provision of needed services was also being referred to as a development that might have come to stay.

At a joint meeting of the casework and groupwork sections, Cynthia R. Nathan of the American Red Cross told of changes in casework practice that had come about out of necessity when a Red Cross worker at an army camp had to help a large number of men quickly. By interviewing them in groups he not only accomplished the job but found a method that had some positive factors besides speed. He had been able to establish himself more readily with the group than would have been possible with some of the individual men, and at the same time could quickly pick out those men who needed further help. Mrs. Nathan also spoke of group activity programs in army hospitals, in which individuals who will not respond to interviewing often reveal their thoughts. She told, too, of the use of group discussions of mental or nervous diseases used as a means of helping men to accept their illness.

A paper prepared by Katherine Cornwell and Genevieve Sennett, both of the American Red Cross, and read by Mrs. Cornwell, described how the caseworker and groupworker in an army hospital work closely together in an effort "to help the patient be drawn into reality instead of withdrawing into himself."

After the war the work of private family agencies will be mainly with veterans and industrial workers, predicted Malcolm S. Nichols of Boston before the Family Welfare Association of America. He advised agencies to establish outpost services rather than lend their workers to operate under another organization when their caseworkers are called upon to assist in other fields. He pointed to this practice and the establishment of fee-charging services as indications that family service is moving away from the relief field.

At a meeting of the casework section, industrial personnel counseling was presented as a new field of social work by Grace Wilson of Baltimore. The service deals with such personal problems as budget making, arrangements for child care and transportation, family difficulties, and personal hygiene, and with such plant problems as interpretation of health and safety regulations, maintenance of discipline, induction of new workers, recommendations for the improvement of unfavorable working conditions.

From the Pacific Coast, Arlien Johnson

The most significant development in the groupwork field to come out of the war, according to Roy Sorenson of the National Council of the Young Mens' Christian Association, who spoke before the groupwork section, was the instigation by the United Service Organizations of national financing to provide equitable distribution of services. Mr. Sorenson maintained, however, that, on the whole, groupwork agencies have not made wartime gains equal to their opportunities. While there is more awareness of unequal distribution of services within large cities, little has been done to remedy the situation. As some new types of service which bear watching, he named youth councils, teen-age canteens, and day care activities for adolescents. A wartime development which must be preserved is the "stress on education for citizenship."

The continuance of this movement was also urged by Lucy Carner of Chicago, who went a step farther in her terminology and called it "education for world mindedness." This, she said, requires a "deliberate slant," for "children won't 'catch' it from scrap drives and the like."

At a meeting of the American Association for the Study of Groupwork, Helen Rowe of the federal Children's Bureau named nine groupwork areas for consideration in postwar planning:

1. Expansion of leisure time services to individuals of all ages and groups.
2. Migrant youth and migrant families.
3. Persons with mental and emotional disturbances.
4. Youth who may become unemployed.
5. Clarification of the meaning of groupwork in terms of small communities.
6. Definition of the responsibilities, training needed, and qualifications of both professional and volunteer workers.
7. Provision of wholesome commercial recreation.
8. Definition of responsibility between private and public agencies.
9. Education for constructive use of leisure time by schools and private agencies.

New developments introduced to social work by the USO were discussed in a special meeting sponsored by that organization. Ray Johns of the national staff told of how progress is being made in "fusing the values of national planning with local responsibility." Hedley Dimock, also of the national staff, placed among USO's contributions the development of short-contact groupwork and a method of providing decentralized recreational leadership for isolated spots.

USO's "exceptionally successful formula for using volunteers," said Louis

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Kraft of the National Jewish Welfare Board, is based on its particular pattern of community organization. Beginning with a service rather than a blueprint, the organization "has been the expression of a function that has been developed naturally and has been accepted by the participants because they themselves recognized the need."

In speaking for the section on public welfare administration, Louis Towley of the Minnesota Department of Public Welfare exemplified the accent on service which is taking the place of the old emphasis on eligibility establishment in many public welfare departments. "The biggest resource of any community," he said, "is its people." This requires their development in two directions: economic well-being and self-realization. To develop resources for the latter is the most difficult of social work's jobs, for it involves getting community participants to accept and practice social work techniques.

"Social work," said Mr. Towley, "is a way of looking at people. Its attitude can well be used by the community."

Some old time traditions of foster care of children should be surveyed anew because of the present war-caused shortage of foster homes, suggested Dorothy Hutchison of New York at a meeting of the casework section. Consideration might be given to

1. The single woman as a potential foster parent.
2. A revision of boarding rates upward.
3. Wide use of publicity, with emphasis on the profession of foster-parenthood.
4. Attempts to attract homes from the upper income groups.
5. Modifications of standards, such as letting two children sleep together; more latitude in accepting parents; earlier discharge of adolescents.

Discussion in a meeting of the Child Welfare League of America, on guides for the future in today's joint campaigns for foster homes, brought general agreement as to the importance of publicity in home finding, but varying points of view on whether this could be most effective through an intensive campaign or through a continuous plan of interpretation. Daniel L. Elliot of Cleveland maintained that today's experiences point to the need for "soul-searching" by child-caring agencies to determine whether there should not be more integration between foster homes and institutions.

In a meeting on day care sponsored by the Child Welfare League, Mary C. Schauffler of Cleveland said that the granting of public funds for this service through the Lanham act signified recognition by the federal government not only of the need for women's services in wartime but also of the necessity of guarding child life.

The wartime gains in community organization stimulated by state and local defense councils were reviewed in a meeting sponsored by the Office of Civilian Defense by Thomas Devine of the OCD's national staff. He said that the forty-eight state defense councils and 11,488 local defense councils have offered an opportunity for integrating the horizontal

Leonard Mayo, one of the busy hosts

(council of social agencies) and vertical (federal-state-local) approaches in planning for human needs. Wartime problems have made evident five principles which have all-time implications:

1. The involvement of community, state, and national action in the solution of most health and welfare problems.
2. The need for a national liaison service to facilitate cooperative action by communities, states, federal and national agencies.
3. The requirement of joint planning which includes and influences both public and private programs.
4. Vestment of authority for over-all organization in the local government.
5. Non-partisanship on the part of the planning body, which must be broader and more representative than any particular administration.

Community Planning

A picture of community planning in the grand manner was made available to the conferees by the community organization section, through a discussion of the Syracuse (N. Y.) "total community plan" being financed by the magazine *Fortune*. Describing the nature of the experiment, which has at its disposal "a whole flock of experts—social scientists, architects, engineers, lawyers," Guy Greer of *Fortune* pointed out that it has broken ground in two principal directions: the scope of its coverage (countywide); and research and public participation. Mrs. Jacob Eckel of Syracuse, in telling of how cultural planning has been part of the project, praised the value of the planning council as an educational force. Scotia R. Ballard, also of Syracuse, outlined the procedures and techniques used by the local council of social agencies in handling its part of the project.

The Syracuse plan also came under discussion in the program of the American Association for the Study of Groupwork. There, Bradley Buell pointed out that at present recreational services are largely concentrated in sections of the city having relatively few economic problems. Experts studying plans to extend coverage have recommended that they include division of responsibility between public and private agencies, as follows:

1. Provision of physical facilities—public.
2. General activity program—public and private.
3. Function of groupwork—predominantly private but with possibility of public contribution.
4. Camping—principally private.

Rural and suburban areas came under discussion in other meetings of the community organization section. The elements in a rural area that lend themselves as bases for organization were outlined by D. E. Lindstrom of the University of Illinois, who lamented the fact that, although 55 percent of the country's school children live in rural areas, social workers have given such areas little attention. H. A. Amerman of the Illinois State War Fund spoke of the impetus given by state war chests to rural organization for social planning. He raised the question as to whether a state chest might not be continued after the war "not only as a fund raising instrument for agencies functioning on a statewide basis, but to provide advisory service in connection with the operation of local, district, and area community organization and welfare planning."

In discussing social planning on a metropolitan basis, Harry M. Carey of Boston maintained that a "city and its suburban areas are absolutely interdependent." Though he acknowledged many of the difficulties of organizing a metropolitan fund, he gave seven reasons why the procedure is sound: interdependence of communities; better service to their people; better financial support; sounder planning; economy; efficiency; practical necessity from the financial standpoint.

At the annual meeting of Community Chests and Councils, Inc., held just prior to the conference, attention centered around discussion of campaign prospects, progress on a proposed retirement system for workers in social and health agencies, and the functions of the new American War Community Services.

Discussion of coming campaigns

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stressed the need for emphasizing to the public the importance of the all-time community services.

Labor Participation

While the mutual and growing interest between social work and labor was evidenced throughout the conference, it was underscored on Wednesday night when two national labor leaders spoke on "The Social Responsibility of Labor in Postwar Society." Organized labor has been a "hard-hitting progressive force for social improvement" throughout the entire history of this country, said Matthew Woll, chairman of the Labor League for Human Rights, AFL. Today labor and social work both have a responsibility "to see to it that the dislocations which occur when the war ends shall be as painless as possible." Because "private initiative and democracy go hand in hand," governmental and private agencies must work together in this effort. "The peace that is to follow the victory of the war will not, in the final analysis, be determined at the peace table. To the contrary, it will be decided by the faith and strength and the souls of the sorely tried men and women everywhere."

"Too long have labor and other progressive and liberal elements sought a common goal through separate means," maintained Irving Abramson, chairman of the National CIO War Relief Committee. He added that this oversight is being corrected today through the increasing interest in community affairs being taken by labor as a result of the war—an interest which will outlast the war. "Workers know workers' problems and workers' essential aspirations. You of social work are specialists in social administration. We need your vision and understanding of social techniques. We ask your help to implement our instincts with your knowledge."

At the section on community organization, Robert H. MacRae, vice-president of the Detroit Council of Social Agencies, spoke of the "new, dynamic and occasionally explosive factor" that labor's participation in community chests and councils has brought to the field of social planning. He named three reasons for enlisting the participation of labor in this direction:

1. The substantial gifts coming from labor suggest a moral right to representation on the boards which control the disbursement of funds.
2. Labor unions represent instrumentalities by which masses of people give expression to their needs and desires.
3. At many points social work and organized labor possess an identity of interests.

Mr. MacRae also recommended that councils of social agencies maintain divisions of labor services to develop labor's interest in social work processes and broad programs for community welfare; develop labor's own welfare functions; integrate efforts to achieve higher standards of health, housing and other desirable goals.

At the same meeting, Abraham Bluestein of the Labor League for Human Rights emphasized labor's moral right and responsibility as well as its financial right to participate in the policy making of social agencies and social planning councils. Arch Mandel of Community Chests and Councils warned that labor's participation may force social agencies to take action on controversial matters. But social agencies, he said, can afford to take such action when it has the support of a large part of the community.

A description of a casework service set up within a union was presented for the casework section by Constance Kyle of the National Maritime Union. She pointed out that, in addition to making referrals to community agencies, the social workers can use the union resources for treatment purposes. The relation of the individual to the union frequently enters into the union-casework situation.

At a meeting of the social service exchange committee of the Community Chests and Councils, James P. Rice of Cleveland told of a workers' service project sponsored jointly by the Welfare Federation of Cleveland and the Cleveland Industrial Union Council. Purpose of the project is to help organized labor to make the best use of social services in the community.

At the social action section, A. A. Hartwell of the United Electrical, Radio, and Machine Workers of America told of arrangements whereby three family agencies provide consultation, referral, and guidance services to the members of a union local. He maintained that the concept of social work is changing and broadening as labor becomes a larger giver.

Labor and social work must collaborate in six directions, said Clarence King at the same session. These he designated as: securing welfare appropriations; promoting social legislation; securing adequate wages and working conditions; fund raising and community planning; providing services to union members; working for their common political aims. "Both groups," said Mr. King, "will find it necessary to enter the political arena to fight for the election of liberal administrations that will support progressive legislation."

Methods for Action

If social workers at Cleveland were nearly unanimous in their agreement on what goals must be reached as prerequisites to a sound future, less unanimity seemed to exist on the question of how to go about achieving them. There were those who felt that the American Association of Social Workers should provide the leadership, and others who felt that because of the AASW's limitations as to membership a larger channel was needed. There was some talk, though not much, of the possibilities of converting the conference itself into an action group. There was a "Call to Action" issued by the new Social Workers Emergency Committee and put into the hands of practically everybody at the conference.

While all this activity was underway, the special social action committee, formed two years ago to study the role of the conference in this respect, sent some preliminary recommendations to the executive committee. These included a suggestion that the conference's section on social action be concerned more specifically with the methodology of social action, offering discussions on such subjects as how to get legislation introduced and bills passed. The committee also recommended that its life be continued beyond the three-year period of appointment.

The delegate conference of the AASW, held just prior to the National Conference, reflected a change of emphasis from matters of internal organization to the field of social action. Much of the discussion centered around the report of the association's committee on organization and planning of the social services in the war and postwar periods. The report's recommendations, proposing revision of the association's "platform on the public social services" adopted in 1941, were warmly debated, amended, and adopted.

The earlier program had urged that government should provide unlimited work opportunities; the new edition as-

(Continued on page 191)

Calling Miss Bailey!

One of the exciting moments of the conference for several persons came *via* the telephone. This was the call put through one morning by the conference secretary, Howard R. Knight, to Osterville, Mass., to one Gertrude Springer, alias Miss Bailey, whose absence from Cleveland just had to be made up for in some way. It took a while for the lines to be clear, for, as the operator said, Mrs. Springer was telephoning her grocery order. But the familiar voice finally came through.

Among the dozen or fifteen persons who stood in line to get in their "Hello, Gertrude!" were the present and future conference presidents, Miss Wisner and Dr. Potter. Mrs. Springer, as a member of the staff of Survey Associates, had for many years covered the conference for *Survey Midmonthly*.

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Here in Washington . . .

By Rilla Schroeder

AFTER its unanimous approval by the Senate, the trimming given "GI Joe's" so-called Bill of Rights in the House was a shock. Rankin of Mississippi had been sponsor of an identical House bill and although he was known to be unsympathetic toward the unemployment compensation features of the bill, he was expected to go along. He refused, however, and the bill as it emerged from his committee and as it passed the House was more restrictive, if possible, than many of the state laws.

Said Wagner of New York: "Instead of a bill to enable veterans to obtain unemployment insurance, the House bill reads like a bill to deny veterans unemployment benefits."

House changes in the Senate bill covered nearly every section but are particularly severe on unemployment insurance. The amount of the benefits was reduced; the length of time that benefits could be paid was cut; additional eligibility conditions were inserted; and administration generally was scrambled.

The bill has now gone to conference. Unfortunately, Senator Wagner is not a member of the conference committee, although a number of the co-sponsors of the Senate bill are. The chances are that the Senate group will insist upon modifications of the House measure.

The committee's deliberations will be shortened by a very definite congressional yearning to clean up business now on hand and go home. Results of some of the primaries have indicated to many that a visit home is advisable. There is, of course, the conflict—whether to go home to mend fences and face the question, "What are you doing here and in the midst of the war?" or stay and let the other fellow beat you. However, "GI Joe's" bill will benefit by the fact that many of the members are going home and feel it would be helpful to be able to tell the folks what had been done for the veterans and veterans-to-be.

Speaking of veterans, the Retraining and Reemployment Administration is a lot more active than appears on the surface. The administration (as yet it has received no alphabetical nickname) has been going about its business quietly but efficiently. One of its activities has been a survey of state postwar programs. The data collected are being studied carefully and there should be an announcement in that connection in the near future.

It is a mistake to forget that the administration is something more than just another veterans set-up. The Executive Order creating the agency defined its functions as "general supervision and direction of the activities of all government agencies relating to the retraining and reemployment of persons discharged or released from the armed services *or other war work* (the italics are ours)." Furthermore, the agency is to "develop programs for the orderly absorption into other employment of persons discharged or released from the armed services *or other war work.*

The fact that the administrator, Brig. Gen. Frank T. Hines, is also head of the Veterans Administration has a lot to do with the somewhat general lack of appreciation of Retraining and Reemployment's full functions. General Hines, however, understands perfectly. His long experience as veterans administrator taught him how closely connected are veterans and civilian problems. In other words, full employment for veterans is impossible without full employment.

The so-called veterans service committees, which General Hines has announced are to be set up in every state and every community, are to centralize aid to veterans *and* dislocated war workers. These are to be information centers and, it is hoped, the nucleus around which postwar community activity will revolve. They are, to quote General Hines, "to promote an integrated and balanced program in the communities."

✦ ✦ ✦

DEFEAT OF THE CLOTURE RULE SENT all hopes for Senate action on the anti-poll tax bill this Congress spinning. A proposal by Wherry (R. Neb.) to solve the problem by constitutional amendment can be dismissed as mere double talk. Constitutional amendments are difficult to enact (witness the child labor amendment) and, moreover, such a resolution has been before this Congress for over a year. It was introduced by O'Mahoney (D. Wyo.) sometime in January, 1943.

However, the Wherry amendment has been gravely referred to the Senate Judiciary Committee and in due time will be as gravely referred by that committee to a subcommittee for study. The subcommittee which has been "studying" the O'Mahoney resolution (S. Res. 2) has yet to report.

✦ ✦ ✦

AN APPROPRIATION OF $500,000 IN the big war agencies appropriation bill gives the Fair Employment Practice Committee a new lease on life.

In reporting the bill, the House Appropriations Committee gave FEPC a pat on the back. The agency, the committee declared, has been misunderstood. It has "no jurisdiction whatsoever over social problems such as discrimination in restaurants, on buses, or in other public places, and its jurisdiction is confined to discrimination in employment in war industries and the government." That is what happens, it would seem, when the public begins juggling with the alphabet. Had the FEPC never been known by any but its full title the fact that "E" stands for Employment would never have been so generally overlooked.

✦ ✦ ✦

UNLESS ITS REQUEST FOR FUNDS IS reconsidered, the Committee for Congested Production Areas will be eliminated. Its appropriation was turned down by the House Committee on Appropriations despite strong War and Navy Department support.

✦ ✦ ✦

HOUSE CONFEREES ON THE INDEPENDent Offices Appropriation bill are standing firm against the so-called McKellar amendment abolishing TVA's revolving fund and calling for Senate confirmation of all government positions paying over $4,500 a year.

Senator McKellar would have Congress control all TVA revenues by forcing them into the Treasury general fund where they would be doled out through congressional appropriations.

TVA's management principles have been vigorously defended in the House, where almost equally vigorous opposition has been voiced to the other McKellar proposal. Cochran (D. Mo.) has challenged the validity of both amendments on the grounds that they constitute legislative action written into an appropriation bill, a violation of House rules.

✦ ✦ ✦

THE PACE BILL (HR 4278) AUTHORizing the school lunch program under War Food Administration has been approved in conference and is now ready for final congressional action. The bill provides for continuation of the present program for two years.

An appropriation of $50,000,000 was earmarked for the program in WFA's bill. Conferees on that measure have been awaiting action on the Pace bill before taking steps to provide the school lunch funds, as one of the technical objections to the program has been that there was no authorizing legislation.

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The Common Welfare

Health Insurance

FUNDS to start the revolutionary plan for health care and medical insurance recently proposed by Mayor F. H. La Guardia of New York City have been made available by the New York Foundation, a philanthropic endowment operating in the fields of medical science, social welfare, and education. The mayor announced in mid-May that the incorporation papers for the non-profit agency designed to provide health care for all persons living or working in New York City and earning up to $5,000 a year would be filed within a fortnight. He hopes that the scheme will be functioning by the end of the year.

The plan, offered by the mayor for public discussion on one of his weekly broadcasts, is to be set up on the principle of group insurance, financed jointly by employers and employes. It is the first in this country to cover all aspects of medical, surgical, and hospital care and service for its subscribers and their families. The cost is reckoned at 4 percent of the employe's annual income, at least half of this to be paid by the employer. Membership will be by groups.

The plan was developed after a year's study by a committee named by Mayor La Guardia, of which he served as chairman, with David H. Heyman, president of the Institute of Public Health Research, as vice-chairman. It is understood to have the approval of the medical societies of the area, except for its income ceiling. The doctors are reported to consider that the service should be confined to persons with annual earnings under $2,500.

Canadian Youth

THE program of the Canadian Youth Commission, now well under way, has within it elements of unique experimentation in postwar planning, which should be of interest to social workers in both the United States and Canada. For the commission conceives its function to be not merely the collection of facts, but also to lay the basis for action at dominion, provincial, and local levels.

Subjectwise, the commission is concerned with the opinions, attitudes, and activities of youth, with the programs and plans of existing agencies, with such problems as employment, physical and mental health, education, recreation, family living, citizenship, religion, and life philosophy. It is collecting relevant statistical data, but in addition is attempting to synthesize the thinking of people who have firsthand contact with these issues, through young peoples conferences and many special committees.

This widespread participation is the foundation of the commission's plan to translate findings into practical action. Originally set up by the YMCA, the membership of the commission itself was early broadened to include all outstanding group and sectional interests. Provincial committees have been set up in eight provinces, with twenty-five local councils, to date, in the larger Canadian communities. Already over one thousand people are serving on committees of the commission or in provincial and local organizations.

R. E. G. Davis, the director of the commission, expects that this procedure will promote attention and action on youth needs; give a large number of people an initial experience in participating in one concrete project; provide a channel through which young people can find expression; afford an opportunity for youth-adult cooperation.

Housing Week

SEVEN years ago a group of New Yorkers under the leadership of Harold S. Buttenheim conceived and launched a forward looking experiment when they founded the Citizens Housing Council of New York. Designed to work for the improvement of housing and neighborhood conditions, CHC was the first organization of its kind in the country. Its board of directors included representatives of real estate, financial, technical, labor, religious, educational, and consumer interests, along with leaders of the city's other civic and social groups.

Last month, under its inspiration and guidance over one hundred citywide and neighborhood agencies joined together to put on the country's first "Housing Week." The object was to focus public attention on the twin problems of postwar housing and urban redevelopment; and to urge consideration now of possible remedies, through public or private initiative, or both.

More than fifty forums and conferences were held during the week. Geared to the interest of businessman, technician, consumer, social worker or general public, the meetings were organized by architects, realtors, builders, financial interests, tenant groups, the New School for Social Research, the Museum of Modern Art, and the Citizens Housing Council, itself. An essay and poster contest in the public schools offered young people a chance to participate.

Supplementing the more formal gatherings, exhibits, radio programs, block parties, and parades dramatized the depressing effects of slums and blighted areas on human beings, as well as their effect on the city's economic stability. Others highlighted the beneficial effects of good housing and sound neighborhood planning.

Senator Robert F. Wagner and Mayor Fiorello H. La Guardia were Housing Week's honorary chairmen, with Loula D. Lasker, associate editor of Survey Associates, and Mary Sklar, former director of the Citizens Housing Council, chairman and director respectively.

New York's Housing Week offers not only a constructive idea, but a tried and effective plan which might well serve as a pattern throughout the country.

Agency Retirement Plan

THE long felt need for a retirement plan for employes of social agencies may be met at last if preliminary plans announced at Cleveland by Community Chests and Councils, Inc., weather the final stages of committee and board approval. Local chests have been asked to include in their fall campaigns an amount sufficient to cover premium payments for the employes of member agencies, in anticipation that final details will be successfully worked out.

The tentative proposals for a national plan, open to any philanthropic agency, cover both professional and non-professional employes; require payment of 5 percent by the employe and 7 percent by the employer; retire beneficiaries at the age of sixty-five or earlier under certain conditions; and pay benefits of 20 to 25 percent of salary to the average participant, with a special death benefit of at least ten months salary. The plan would be open to any individual agency, or to groups of agencies, through the chest or other federation. Five thousand policyholders would be necessary to launch the plan.

Community Chests and Councils, Inc., is acting only as the initiating agency, and the plan itself would be administered by a new corporation broadly representative of welfare and philanthropic interests. But if, as, and when, the tentative proposals take practical shape, social work will owe a real debt of gratitude to the community chest movement and its national association.

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(Continued from page 188)

serts that government has a responsibility to plan for full employment. Other goals are: federalization of the employment service; the provision of complete medical and health services to be financed by taxation, or compulsory health insurance, or both; a comprehensive social insurance program, including coverage of workers now omitted, and protection against loss of income from illness or disability; federalization of unemployment compensation, with a longer duration of benefits and elimination of experience ratings; a unified system of public assistance based on variable grants-in-aid to the states; the establishment of a simplified tax structure based strictly on ability to pay.

The question of whether social workers as such should form political ties to achieve their objectives raised some controversy at a meeting called by the Social Work Emergency Committee. There, Eveline M. Burns of the National Planning Association said that social workers should bend their efforts toward getting all parties to include social measures in their platforms. Bernard Segal of New York replied from the floor that this was unrealistic, as what political parties say and what they do are often two different matters. They must be judged by their past actions, he maintained, and condemned or endorsed accordingly.

Mrs. Burns also spoke at a meeting sponsored by the Joint Committee of Trade Unions in Social Work. She criticized social workers for allowing "the purely negative and ameliorative side of activities to predominate in the public mind." The growing social insurance programs, she warned, will not be staffed with social workers "unless the profession expands its vision and professional interest," and unless the schools of social work modify their curricula "to turn out people who can administer these programs." Social workers must also be aware, she said, that even the attainment of full employment will not automatically bring forth all the services that are essential to the well-being of a civilized country. "These will be forthcoming not in response to the profit motive, but because

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Lincoln Center, of Poughkeepsie, N. Y., with settlement house program has 2 staff positions available, Girls' Worker and Supervisor of Program and Volunteers. For particulars, write Rockwood Jenkins, Executive Director.

CASE WORKER—in family service and child placement departments by Jewish Agency where staff members participate in community planning and extension of service to meet wartime needs. Good opportunities for advancement. Salary range $1760.00 to $2760.00, plus 17% additional while prolonged work week of 44 hours is in effect. 7957 Survey.

SITUATIONS WANTED

SPECIALIST IN SOCIAL RESEARCH, including mental hygiene, with wide experience in publicity and public relations, author books, articles, reports, pamphlets, desires permanent connection this fall in or around New York. 7980 Survey.

Position or Fellowship for September in Child Guidance Clinic, Family Life Classes, or Counselling Bureau. Rich background. 7979 Survey.

WANTED: Investigator, welfare, personnel or publicity position. 13 years probation experience. Also teaching, agency investigator and publicity work. 7981 Survey.

of a vociferous public group demand for them."

At a meeting of the social action section, Sidney Maslen of New York named five prerequisites to the achievement of desired social programs:

1. A citizens committee, with staff, budget, community backing and competence in legislative activity.
2. Pre-legislative study of proposed bills.
3. Activity during the legislative session.
4. Passivity to indicate disapproval of objectionable bills.
5. Post-legislative activity.

Timing of action and the backing of an enlightened public opinion are important factors, he added.

In line with the intense interest in methods of achievement was the "design for serving" offered to social workers at the closing session Saturday by Leonard W. Mayo, dean of the School of Applied Social Sciences, Western Reserve University. He named as social work's "logical frontier" . . . a world in which there can be peace; an economy in which there is full employment; a society in which minority groups may live as free people." He suggested four methods of social action:

1. The constant strengthening of social work's basic services, basic techniques, and basic research.
2. Inclusion in social planning of areas closely related to social work—correctional institutions, mental hospitals and others.
3. Encouragement of the use of social work techniques under other auspices—education, business and industry, organized labor, rehabilitation services, housing.
4. A frontal attack on fundamental social problems.

To be effective in attacking social problems, he advised social workers:

As individuals to remain free of entangling alliances.

As agencies to see that their policies and structure are "suitable for prevention."

As a profession to find a channel through which their voice may be heard.

But, warned Dean Mayo, social workers must remember and proceed on the theory that their particular genius lies in bringing divergent individuals and groups together.

This was a fitting reminder to social workers who were going home from Cleveland intent on taking their full share of responsibility in shaping the future.

Acknowledgement is made to Louise G. Dichman of the Survey staff for her reportorial aid, and to Bradley Buell, William W. Burke, Daniel R. Elliott, Charles Hendry, Ruth Lerrigo, Ruth D. Mack, Lillie M. Peck, Henry L. Zucker, and others, for their assistance.—K. C.

Directory of Social Organizations (cont.)

Health

NATIONAL JEWISH HOSPITAL AT DENVER, 3800 East Colfax Ave., Denver, Colorado, Samuel Schaefer, Executive Secretary, Chas. J. Kaufman, M.D., Medical Director. Free, non-sectarian for needy tuberculous adults and children (kosher dietary). Maintains children's preventorium. Medical, educational, vocational, occupational, psychological, psychiatric and social services. Esther Cohen, director of Social Service and Vocational Therapy. Applications, New York area: 19 West 44th St., Philip Houtz, director; Philadelphia area: 1103 Widener Building, Harold Greenspun, director; Chicago area: 30 North La Salle St. Other applications through local Jewish Federation and Welfare Funds or direct to Hospital.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—1790 Broadway at 58th St., New York. Ruth Houlton, R.N., Gen. Dir. Advisory Service, statistics, monthly magazine, Public Health Nursing.

NATIONAL TUBERCULOSIS ASSOCIATION—1790 Broadway, at 58th St., New York, Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

PLANNED PARENTHOOD FEDERATION OF AMERICA, INC. (formerly Birth Control Federation of America)—A clearing house cooperating with social workers in referring mothers to medically directed birth control clinics in 42 states, including 20 centers in Greater New York. In areas lacking centers, qualified physicians are available. Phone or write: 501 Madison Avenue, New York City. WIckersham 2-8600. Honorary Chairman, Margaret Sanger. President, J. H. Upham, M.D.; National Director, D. Kenneth Rose; Medical Director, Claude C. Pierce, M.D.

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Social Work Personnel

SOCIAL WORK VOCATIONAL BUREAU, 122 East 22nd Street, New York City. National placement and counseling service in case work fields. Membership organization for social workers and agencies. No placement fee. Louise C. Odencrantz, Director.

SOCIAL SECURITY

AMERICAN ASSOCIATION FOR SOCIAL SECURITY, 22 East 17th Street, New York 3, N. Y. (Algonquin 4-3198). Harvey Lebrun, Acting Executive Director. A non-profit, non-partisan organization of experts and laymen interested in the adoption, improvement and extension of sound social security measures for the people of America, especially in the field of health insurance, unemployment compensation, old age and survivors' insurance, public assistance, etc. Cooperates with consumer, labor, employer, civic welfare, farm and other groups; distributes educational material; helps in organizing conferences and public meetings. Aids in the formulation of programs and the preparation of literature. Promotes constructive legislation and improvements in legislation and administration. Issues Social Security, a magazine of news and opinion for contributors, students, and leaders in this field—$3.00 per year; special rates on quantity orders for clubs, classes and other groups. Bibliography of available literature in this field, free on request.

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DIRECTORY OF SOCIAL ORGANIZATIONS

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BERKSHIRE INDUSTRIAL FARM, Canaan, New York. A national, non-denominational farm school for problem boys. Boys between 12 and 14 received through private surrender or court commitment. Supported by agreed payments from parents or other responsible persons, in addition to voluntary contributions. For further information address Mr. Byron D. Paddon, Superintendent, or the New York Office at 101 Park Ave. Tel.: Lex. 2-3147.

BOYS' ATHLETIC LEAGUE, INC., 70 Fifth Avenue, New York 11, N. Y. Coordinates the athletic work of 100 Boys' Clubs, Settlement Houses and Community Centers in Greater New York. Gustavus T. Kirby, Honorary President; Judge Raphael P. Koenig, President; Robert E. McCormick, Treasurer; Willard L. Kauth, Director. Sponsors the Benjamin Harrison Recreation Center, 657 Tenth Avenue, the Theodore Roosevelt Recreation Center, 698 Tenth Avenue, The Lincoln Recreation Center, 235 West 113 Street, The Tot Lot, 422 West 49th Street, Camp Sebago, Camp Wakonda and Camp Orenda in the Interstate Park.

BOYS CLUBS OF AMERICA, INC., 381 Fourth Avenue, N.Y.C.—David W. Armstrong, Exec. Dir. A national organization. Serves member Clubs in programs, activities, methods, financing. Organizes new Clubs. BoysCluBs prepare boys for responsibilities of citizenship. Activities include recreation, physical and health training, vocational training and guidance, and character building under leadership. Work with boys from low income areas.

BOY SCOUTS OF AMERICA, 2 Park Ave., N.Y.C. Inc. in 1910 & chartered by Congress in 1916 to develop character in boys & train them in citizenship. Programs: Cubbing, boys 9-11; Scouting, 12 and older; Senior Scouting, 15 years and older, available locally through sponsorship by schools, churches, fraternal orders, civic groups, etc. Walter W. Head, Pres., Dr. Elbert K. Fretwell, Chief Scout Executive.

CHILD WELFARE LEAGUE OF AMERICA —130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worthwhile results in phase of child welfare in which they are interested.

THE NATIONAL SOCIETY FOR CRIPPLED CHILDREN OF THE U. S. A., INC., Elyria, Ohio. E. W. Palmer, Kingsport, Tenn., President; E. Jay Howenstine, Executive Secretary. Promotes organization of national, state, provincial and local societies for crippled children. Aids in development of their programs. Assists in drafting and securing the passage of legislation in behalf of cripples. Maintains a Bureau of Information with loan library service. Conducts yearly an Easter Crippled Children Seal Campaign. Bulletins: "The Crippled Child" magazine, bimonthly, $1 a year.

THE SAVE THE CHILDREN FEDERATION, INC., 1 Madison Avenue, New York, founded in 1932 for relief, guidance, and welfare of underprivileged children in neglected areas in this and other countries on non-sectarian and non-racial principles. Organization is working in the United States through local County and Community Committees, and rural social welfare workers, and overseas through affiliations with well established welfare groups. Invites interest and cooperation. Literature on request.

Community Chests

COMMUNITY CHESTS AND COUNCILS, INC., 155 East 44th Street, New York. Information and consultation about cooperative planning and financing of social work through chests and councils of social agencies.

Education

NATIONAL WOMAN'S CHRISTIAN TEMPERANCE UNION, 1730 Chicago Avenue, Evanston, Ill., organized in every state, with 10,000 local auxiliaries, presents a program of alcohol education and Christian Citizenship, with which every interested person is invited to assist. Total abstinence from alcoholic beverages and dues of $1.00 per year are the basis of membership.

Family Living

ASSOCIATION FOR FAMILY LIVING, THE. Resource in child guidance, marriage and family relations. Speakers, counseling, library and materials in youth and parent education. 209 S. State St., Chicago.

THE AMERICAN INSTITUTE OF FAMILY RELATIONS (inc. 1930), directed by Paul Popenoe. Public education, personal service, research. Write for list of publications. 607 S. Hill St., Los Angeles, Calif.

Blind

AMERICAN FOUNDATION FOR THE BLIND, INC.—15 West 16th Street, New York. A national organization conducting research and field service. Library. Mechanical appliances for the blind. M. C. Migel, President; Robert B. Irwin, Executive Director.

Foundations

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—Shelby M. Harrison, General Director, 130 E. 22nd St., New York. Departments: Arts and Social Work, Charity Organizations, Consumer Credit Studies, Industrial Studies, Library, Social Work Interpretation, Social Work Year Book, Statistics, Surveys. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

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Industrial Democracy

LEAGUE FOR INDUSTRIAL DEMOCRACY —Promotes a better understanding of problems of democracy in industry through its pamphlets, research and lecture services and organization of college and city groups. Executive Director, Harry W. Laidler, 112 East 19th Street, New York 3, N. Y.

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NATIONAL RECREATION ASSOCIATION —315 Fourth Ave., New York City. To bring to everybody in America, young or old, an opportunity to find the best and most satisfying recreational use of leisure time through participation in music, drama, sports and games, arts and crafts, nature activities; and to help secure adequate playground, recreation centers, swimming pools, beaches, athletic field and other recreational facilities.

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THE OSBORNE ASSOCIATION, INC., 114 East 30th Street, New York, N. Y. Telephone CAledonia 5-9720-9721. Activities:—Collects information about correctional institutions and works to improve correctional methods and standards. Aids released prisoners in their problems of readjustment by securing employment and giving such other assistance as they may require. Austin H. MacCormick, Exec. Dir.

National Conference

NATIONAL CONFERENCE OF SOCIAL WORK—Dr. Ellen C. Potter, President, Trenton, New Jersey; Howard R. Knight, Secretary, 82 N. High St., Columbus, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting and issues a quarterly Bulletin. Proceedings are sent free of charge to all members upon payment of a membership fee of $5.

National Red Cross

THE AMERICAN RED CROSS—Administered through National Headquarters in Washington, D. C., and five Area offices in San Francisco, St. Louis, Atlanta, New York City, and Alexandria, Va. There are 3756 local Chapters organized mostly on a county basis. Services of the Red Cross are: Disaster Relief and Civilian War Aid, First Aid, Water Safety and Accident Prevention, Junior Red Cross, Medical and Health Service, Nursing Service, Services to the Armed Forces, Volunteer Special Services, Blood Donor Service, Nutrition Service, and War Relief Production Service.

Public Administration

AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION, 1313 East 60th Street, Chicago 37, Illinois. To advance the science of public administration and to facilitate the exchange of knowledge and experience among persons interested or engaged in the field. Official quarterly journal, Public Administration Review, presents various views on management and administrative regulation, reviews significant books and public documents to keep readers informed on current opinion and practices in public administration.

Religious Organizations

HOME MISSIONS COUNCIL OF NORTH AMERICA—297 Fourth Ave., New York City. The inter-denominational home mission body of 23 denominations. Executive Secretaries, Edith E. Lowry, Mark A. Dawber; Migrant Supervisors: Western, Mrs. F. E. Shotwell, 3330 West Adams Blvd., Los Angeles, Calif.; Mid-Western, Miss Helen White, 203 North Wabash Ave., Chicago, Ill.

JEWISH WELFARE BOARD, 220 Fifth Avenue, New York City. Frank L. Weil, President; Max Wilner, Treasurer; Joseph Rosenzweig, Secretary; Louis Kraft, Executive Director. A national agency serving as parent body for Jewish Community Centers, YMHAs, etc., and providing welfare, religious and social activities for soldiers and sailors and other members of defense forces. A member of the United Service Organizations.

NATIONAL BOARD, YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS, 600 Lexington Ave., New York City. An international Christian woman movement devoted to service for women and girls and the attempt to help build a society in which the abundant life is possible for every individual.

NATIONAL COUNCIL OF JEWISH WOMEN, INC.—1819 Broadway, New York City 23. Mrs. Joseph M. Welt, President; Mrs. Karl J. Kaufmann, Chairman Ex. Com.; Miss Flora R. Rothenberg, Ex. Dir. Organization of Jewish women initiating and developing programs and activities in service for foreign born; international relations and peace; contemporary Jewish affairs; social legislation; and social welfare and war activities. Conducts bureau of international service. Serves as clearing bureau for local affiliated groups throughout the country.

NATIONAL COUNCIL OF YOUNG MEN'S CHRISTIAN ASSOCIATIONS—347 Madison Ave., New York City; 1187 local Associations federated for Christian leadership and citizenship training among young men and boys.

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Professional Education for Social Work

For positions of responsibility in social work, professional education is essential. The following schools constitute the membership of the American Association of Schools of Social Work. Schools offering a curriculum of one year are indicated by *. Schools not so marked offer two years or more. Correspondence with individual schools is recommended. For information regarding the Association address the Secretary, Miss Leona Massoth, 1313 East 60 Street, Chicago, 37, Illinois.

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BOSTON COLLEGE SCHOOL OF SOCIAL WORK
126 Newbury Street, Boston, Mass.
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